

EEO PUBLIC FILE REPORT
LONG-TERM INITIATIVES
IOWA PUBLIC TELEVISION, Johnston, IA
Station KDIN (TV)
Des Moines, IA

October 1, 2013 – September 30, 2014

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iv. Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

IPTV Fulfillment:

IPTV staff often presents at conventions and career fairs and speaks to organizations and workshops to provide an overview of public broadcasting for those that are possibly interested in that career.

February, 2014 ó Angela Hiatt represented IPTV at the Science Center of Iowa's Girls in Science event on February 15, 2014 with hands-on activities based on educational media resources. The goal of this event is to promote girls' engagement in STEM, and encourage pursuit of these careers to develop a diverse workforce for the 21st Century.

February, 2014 -- Tiffany Morgan, Travis Graven, Chad Aubrey, Justin Beaupre, and Karen Schaeffer went to Central Campus located at 1800 Grand Ave., Des Moines, IA and spoke with Kirk Johnson's Broadcasting and Film class. Each IPTV ambassador took 10 minutes to talk about where they went to college, what they studied, their degree, and the roads that lead them to Iowa Public Television. The students had varying levels of knowledge of the broadcasting field with several being first year all the way through fourth year. Many of the students asked questions. After the presentation, the high school mentor/mentee program was discussed.

March, 2014 ó Wayne Bruns spoke to communication major students at Buena Vista University in Storm Lake about careers in broadcast at their annual Career Day.

March, 2014 ó Karen Schaeffer, Russ Wall, Dave Miller, Tiffany Morgan, Josh Buettner, and Theresa Knight went to East High School in Des Moines, IA to speak with students on two different days. Each IPTV ambassador took 10 minutes to talk about where they went to college, what they studied, their degree, and the roads that led them to Iowa Public Television. Many of the students asked questions. After the presentation, the high school mentor/mentee program was discussed.

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v. Establishment of Internship Program

IPTV Fulfillment:

Iowa Public Television has a long-standing internship program for college and university juniors, seniors, and recent graduates providing students with an opportunity to learn and develop practical skills. There were eight college and university students that participated in IPTV's internship program. They worked in production and communications.

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vi. Participation in job banks, internet programs, and other programs designed to promote outreach general.

IPTV Fulfillment:

Iowa Public Television provides the opportunity for high school and college students to “job shadow” staff to gain insight into the skills and education needed for positions in broadcasting. Iowa Public Television offers a behind-the-scenes tour including studios, producers/directors control room, scene shop, Iowa Communications Network classroom, film library. The tours are given by IPTV staff members. IPTV offers a mentorship program which is a summer program that allows minority and female Iowa high school students the opportunity to acquire an overview of broadcasting as a career path. They will gain hands-on experience and observation with all elements of production, including videography, camera operation, video editing, video logging, reporting, and production. IPTV staff often participates in community events, speaks to organizations and high school and college students to provide an overview of public broadcasting.

Tours

1/28/14 -- 15 students from the Community! Youth Concepts Mentor Program toured Iowa Public Television and listened to a panel of IPTV employees as they gave a brief presentation about the various broadcast careers that contribute to both the on-air and off-air broadcast responsibilities. The panel consisted of presenters from production, engineering, graphics, web, and communications.

3/28/14 ó 10 students from Ames toured and visited with the Local Production Manager regarding journalism.

4/3/14 ó 8 students from DMACC were given a tour and visited with Joe Bustad regarding graphic design.

5/7/14 ó 33 students from Van Meter High School were given a tour and visited with representatives from communications and production.

Mentorship Program

Summer, 2014 -- Three high school students participated in the mentorship program in 2014 at Iowa Public Television. Two of the students were minority students and one of the students had disabilities. The students worked a week at a time shadowing and assisting producers or production technicians, learning the ins and outs of creating a television program. The students

had the opportunity to work on a number of programs produced at Iowa Public Television including Market to Market, Iowa Ingredient, and Iowa State Fair.

Presentations

10/07/13 Shelby County University Women in Harlan, Iowa by Mary Bracken, Communications Coordinator
10/08/13 Graceland University in Lamoni, Iowa by Angela Hiatt, Utilization Specialist
10/14/13 AFP, Plymouth Congregational Church in Des Moines, Iowa by Susan Moritz, Foundation President
10/18/13 Grand View University in Des Moines, Iowa by Angela Hiatt, Utilization Specialist
10/21/13 Lions Club in Grinnell, Iowa by Andrew Batt, Executive Producer
10/22/13 Kiwanis Club in Geneseo, Illinois by Mary Bracken, Communications Coordinator
10/29/13 Grand View University in Des Moines, Iowa by Angela Hiatt, Utilization Specialist
11/15/13 Iowa State University in Ames, Iowa by Tiffany Morgan, Education Program Consultant
11/19/13 Kiwanis Club in Rowland, Iowa by Mary Bracken, Communications Coordinator
12/20/13 Rotary Club in Indianola, Iowa by Mary Bracken, Communications Coordinator
01/08/14 Rotary Club in Charles City, Iowa by Mary Bracken, Communications Coordinator
02/20/14 Des Moines Breakfast Club in West Des Moines, Iowa by Mary Bracken, Communications Coordinator
03/06/13 Rising Sun Church in Pleasant Hill, Iowa by Mary Bracken, Communications Coordinator
03/14/14 Northwest Rotary Club in Urbandale, Iowa by Mary Bracken, Communications Coordinator
03/17/14 PEO Club in Dubuque, Iowa by Mary Bracken, Communications Coordinator
04/04/14 Presentation at Grand View University in Des Moines, Iowa by Abby Brown, Utilization Specialist
04/07/14 Kiwanis Club in Spencer, Iowa by Mary Bracken, Communications Coordinator
04/11/14 Presentation at Iowa Academy of Science Symposium in Ames, Iowa by Bryan Bauer, Education Program Consultant
04/22/14 Presentation at Western Iowa Tech Community College in Sioux City, Iowa by Stacie Steveson
06/14/14 Fifty Plus Club in West Des Moines, Iowa by Mary Bracken, Communications Coordinator
06/26/14 Presentation at Grand View University in Des Moines, Iowa by Abby Brown, Utilization Specialist
08/08/14 National Association of Retired Federal Employees in Waterloo, Iowa by Mary Bracken, Communications Coordinator
09/24/14 Connections Breakfast Club in West Des Moines, Iowa by Mary Bracken, Communications Coordinator
09/29/14 Harrison County Development in Logan, Iowa by Mary Bracken, Communications Coordinator

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viii. Training programs designed to enable station personnel to acquire skills that could qualify them for higher level employment.

IPTV Fulfillment:

Iowa Public Television employees have the opportunity to take classes through the State of Iowa Personnel Development Seminars and other vendors with courses covering business skills, computer skills, communication and interpersonal skills, conflict management and negotiation, customer service, diversity and cultural competence, government and law, human resources, leadership development, process and organizational management, self-development, team development, and supervision. Employees are also given an opportunity to attend conferences and symposiums.

10/1/13 ó Discipline and Grievance attended by Andrew Batt, Senior Producer/Director and Andrea Coyle, Senior Producer/Director

10/08/13 to 10/10/13 ó Wisconsin Broadcasters Clinic attended by Paul Ollinger, Assistant Director of Engineering, Gary McMillen, Transmitter Engineer Advanced, and Verne Winter, Assistant Director of Engineering

10/8/13-10/10/13 ó 2013 Moodle Moot conference attended by Tiffany Morgan, Education Program Consultant

10/14/13-10/15/13 ó ITEC conference attended by Bryan Bauer, Education Program Consultant and Tiffany Morgan, Education Program Consultant

10/20/13-10/23/13 ó NETA Professional Development Conference attended by Angie Hiatt, Utilization Specialist, Terry Rinehart, Director of Educational Services and Wayne Bruns, Production Manager

10/27/13-10/30/13 ó iNACOL Symposium attended by Bryan Bauer, Education Program Consultant

10/30/14 ó Overview of State Government Finances attended by Lori Smith, Business Office Manager and Kris Houston, Director of Administration

3/24/14 ó NASACT training webinar attended by Stephanie Bernard, Accountant 3

4/1/14 ó Investigating Employee Misconduct attended by Deb Herbold, Senior Producer/Director

4/1/14-4/11/14 ó PBS technical conference and NAB attended by Bill Hayes, Director of Engineering and Verne Winter, Assistant Director of Engineering

4/9/14 and 5/7/14 ó PA Training Sessions 1 and 2 attended by Cindy Allen, Human Resources Associate, Lori Smith, Business Office Manager, and Kris Houston, Director of Administration

4/23/14 ó Constant Contact Boot Camp attended by Abby Brown, Utilization Specialist and Angie Hiatt, Utilization Specialist

5/5/14 ó Photoshop CS5: Getting Started taken by LaShell Staley, Executive Officer 1

5/7/14 ó Photoshop CS5: Beyond the Basics taken by LaShell Staley, Executive Officer 1

5/12/14-5/15/14 ó PBS annual meeting attended by Justin Beaupre, Director of Programming and Production, Molly Phillips, Executive Director, Kristen Gray, Director of Communications, Trista Peitzman, Executive Officer 2, and Rebecca Ketcherside, Operations Manager

5/22/14-5/30/14 ó PMBA annual conference attended by Kristine Houston, Director of Administration

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vix. Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

IPTV Fulfillment:

Iowa Public Television supervisors take classes and webinars relevant to diversity and equal opportunity employment.

Winter, 2013 ó The executive director, directors, and supervisors completed the course:
Diversity on the Job: Diversity and You

May 5, 2014 ó The executive director, directors, and supervisors completed a Performance Evaluation class

May 7, 2014 ó From Interview to Hire was attended by Deb Herbold, Senior Producer/Director, Lori Smith, Business Office Manager and Kris Houston, Director of Administration